CONVOY DISPATCH

June, 1984
No. 44

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Leaseway out to "Restructure Contracts"

Secret Memo Reveals Assault on Conditions

Leaseway tank drivers beware, and all other Leaseway employees watch out! A secret memo, dated May 15, 1984 proves that Leaseway management is undertaking a long-term, coordinated attack on wages and benefits. This attack is directed from Leaseway headquarters and involves the cooperation of many subsidiaries.

The memo concerns a "Labor Strategy Committee" headed by Jack Gollan, President of Refiners Transport. Members in other Leaseway divisions like Signal; Anchor, C&J and MCT in carhaul; and at Custom Delivery, Dedicated Freight and others in auto parts delivery can be sure similar plans and methods are or will be used on them.

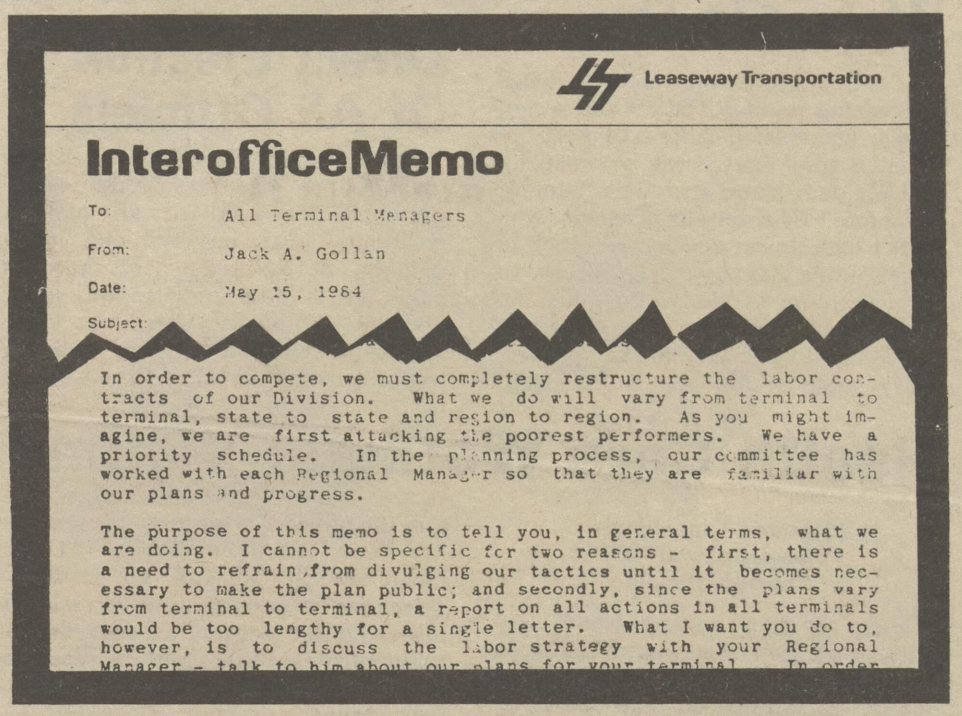
The memo to tankhaul terminal managers clearly reveals Leaseway's objective. It reads, "We must completely restructure the labor contracts in our division...In recent weeks we have spent countless hours trying to find ways whereby we can reduce our driver costs..."

The memo says the committee has set a "priority schedule" and makes clear that every terminal will be involved. "...there is a need to refrain from divulging our tactics until it becomes necessary to make the plan public...Discuss the labor strategy with your regional manager—talk to him about our plans for your terminal."

Clippings included with the memo make Leaseway's objectives even more ominous. There is an article outlining the union busting tactics, including paramilitary hired goons, of AP Parts in Toledo against the UAW. (See page 7.) Another article discusses the "long downhill slide" of the Teamsters Union under Jackie Presser. The memo says these articles will help managers "develop a new view on where business is going."

The memo closes on a note of complete hypocrisy. It describes upcoming "In-House Management Development meetings" designed to teach managers "new ways to manage your employees...to create a team atmosphere...to eliminate the adversary relationship that has existed" between management and employees.

In other words, to increase their profits and management bonuses, they plan to take your money with a steel fist, but will cover it with a velvet glove.



Leaseway Transportation

InterofficeMemo

To: All Terminal Managers

From: Jack A. Gollan

Date: May 15, 1984

Subject:

In order to compete, we must completely restructure the labor contracts of our Division. What we do will vary from terminal to terminal, state to state and region to region. As you might imagine, we are first attacking the poorest performers. We have a priority schedule. In the planning process, our committee has worked with each Regional Manager so that they are familiar with our plans and progress.

The purpose of this memo is to tell you, in general terms, what we are doing. I cannot be specific for two reasons - first, there is a need to refrain from divulging our tactics until it becomes necessary to make the plan public; and secondly, since the plans vary from terminal to terminal, a report on all actions in all terminals would be too lengthy for a single letter. What I want you do to, however, is to discuss the labor strategy with your Regional Manager - talk to him about our plans for your terminal. In order

The content of this memo will be no big surprise to Leaseway tankhaulers at Refiners, Molder, Mitchell and other companies. But it does underline the urgency of the situation.

In the past, concessions demands have been fought on a company by company or even terminal by terminal basis. Leaseway is counting on that.

The revelation of this memo about the Labor Strategy Committee provides an important document for the Teamsters Union to use to respond to these attacks in a coordinated way that maximizes the union's strength.

A coordinated union plan to resist Leaseway's attacks and to enforce a uniform contract on Leaseway's tankhaul operations could be agreed to. This is clearly the course to follow, but can it happen? Only if the members and their locals are prepared to start it themselves, and then demand the support of the International Union.

Rank and File Victory

Ohio Fund Dissolved into Central States

On May 11, 1984 Judge Walter Rice of Dayton approved a settlement of a class action lawsuit filed by rank and file Teamsters which will result in the Ohio Drivers Welfare Fund being dissolved into the Central States Health and Welfare Fund. Notice to all Teamsters covered by the Fund went out on June 1.

Attorney Paul Tobias, who handled the suit for the rank and file group, which called itself the Concerned Members Committee, told *CD* that "we settled the case because the benefits to the members of dissolving the Ohio Fund outweighed continuing litigation."

Jackie Presser, along with other officials, and both the employer and union trustees of the Fund were sued in the case. Presser was charged in the suit with conflict of interest: maintaining the Fund for political purposes, despite the fact that its benefits were drastically lower than almost any other fund in the Teamsters Union. The Central States, Michigan and other neighboring funds pay better benefits.

One basis of the litigation was the maintenance of benefits clause in the national contracts. Benefits were not maintained since the signing of the contracts in 1982, but instead drastically cut back, including complete elimination of dental and optical.

Over the years the Ohio Fund has been sued several times for mismanagement of the members' money. Two suits, one by the Department of Labor, the other by TDU members, recovered over a half million dollars each that had been wasted in bloated fees.

The notice sent out to members by the Fund claims that the lawsuit was not what led them to dissolve into the Central States Fund. Nevertheless, the trustees did not show the slightest bit of interest in dissolving the Fund before the suit.

As the Concerned Members Committee summed it up, this is, "another verification that there is strength in numbers." Many members from around Ohio contributed money and support to make this victory possible. They are truly the members who should be proud to be Teamsters. It was their efforts that helped to bring improved health protection to some 35,000 Teamster families.

Is the Teamsters Union's political clout being used to keep Jackie Presser out of jail?
See story, page 6.

Teamsters For A Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600

CHATTANOOGA, TN
PM
JUL
1983

From the Members

Article on Pension Problems Woke Me Up

I had been sitting on the fence concerning joining TDU. Your recent article on pension suits and pending pension suits caused me to wake up and decide to stand up and be counted. If we don't fight for our pensions, who will? I had almost become resigned to losing mine because of a break in service ruling as old as the hills. So many years of service should get you the same number of years of credit.

My membership fee is enclosed, keep up the good work.

Roger Badertscher
Local 92
Apple Creek, Ohio

Direct Election Of All Officials

There is nothing wrong with our union that couldn't be solved by direct general elections for all official positions—local, regional and international. It has been said that the ballot box is often the only conscience of many politicians. Therefore, I say that unconscionable officials would be rejected in fair direct elections. Let's support the quest to make our union stronger and more united by joining and supporting TDU!

John Smith
Local 340
Portland, Maine

Boot Bad Leaders

We have to work to get our corrupt leaders out of office. If we had honest leadership that could work for us instead of trying to keep out of prison we would be strong again.

Teddy Murphy
Local 147
Adel, Iowa

Health Care Workers: Victims of "Recovery"

by Laurie Tanenbaum
Steward, Local 743
Chicago, Illinois

There are many kinds of health care workers all over the country who are Teamsters. Many work in nursing homes and hospitals and may be registered nurses, housekeepers, lab technicians, secretaries, licensed practical nurses, and so on. Like other workers, we too have been victims of "Reagan's Road to Economic Recovery." We have suffered the whole realm of cut-backs and concessions, from wage freezes and reduced work hours, to speed-up and layoff, and creeping work rule "flexibility."

Union workers are learning just how vague our contracts really are, and that the mood of arbitrators these days has been heavily influenced by the mood of the Reagan government. Teamster bargaining units have been pretty liberal in granting concessions to the hospital bosses and the result is that health-care workers' relatively low salaries are fast becoming no salaries at all.

While it is true that new government restrictions on payment of Medicare and Public Aid dollars has been a severe blow to incoming revenue, this doesn't mean that all hospitals will go under unless we give them the very shirts off our backs. An audit should be done and workers should demand a report.

Attention should be made to other projects that will generate revenue such as out-patient surgery, new clinics and outposts outside the hospital, and new departments inside a hospital, like a fertility clinic, or new dental or eye specialties.

If workers feel that concessions are inevitable the union could be pressed into some creativity, like negotiating a wage freeze as a repayable loan.

Other TDU members need to be aware that they may be making deliveries to, or visiting patients in nursing homes and hospitals that may be unionized by the Teamsters. Encourage them to join TDU or at least let you pass their names on to the national TDU office so that we can build a health-care workers' network.

Free Speech?

I have recently learned that several members of our local had an unpleasant experience when they sent letters to the editor of the *Southern California Teamster,* Mr. Paul Mihalow, which were critical of some things that local officials were or were not doing.

These members were shocked by the response they received. Not only did the editor of the publication not have the courtesy to reply to the members' letters, but he sent the letters directly back to the local officials involved.

Needless to say, the members were surprised when they received a letter from their local telling them to come down and explain why they felt the need to voice their displeasure and exercise their right to free speech.

Thank goodness that we have *Convoy Dispatch* as an alternative outlet for our opinions, and too bad that not more members are aware of it.

Charles Simmons
Local 995
Las Vegas, Nevada

Anti-Labor Trend

Some of the new laws being passed and considered by Congress are so anti-labor that if the trend continues we will be slaves in the next decade. We have to start lobbying and voting for people who are pro-labor.

Gerald Simon
Local 20
Huron, Ohio

Scams Steal Jobs

These companies using driver leasing firms to run around the union contract have to be stopped. Stanadyne and Transco are setting up non-union drivers in Goldsboro, N.C. I will keep you informed on this problem.

Ron Shull
Local 414
Auburn, Indiana

Quotation of the Month

"Elected officials must stop living beyond our income."

—Jackie Presser, from the Jan.-Feb. issue of the Ohio Teamster. In 1982 Presser's salary jumped to about $560,000.

TDU Steering Committee

Co-Chairs:
Doug Allan, #208
Mike Belzer, #705
Pete Camarata, #299
Bilal Chaka, #692
Organizer:
Ken Paff, #407
Trustees:
Dom Buscemi, #773
Mike Friedman, #407
Maralee Smith, #142
Members:
Jerry Bliss, #337
Cliff Coonley, #600
Jerry Gaimari, #404
Linda Gregg, #435
Charles Helton, #515
Kyle Ray, #413
Jim Wardell, #710
Alternates:
Emil Abate, #853
Brian Elliott, #966

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights**, then how about joining us?

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

How to Use NIOSH to Investigate Hazards

NIOSH, the National Institute for Occupational Safety and Health, is an agency that can be helpful to union members. NIOSH is separate from OSHA, primarily investigating health hazards. In March, *CD* reported on a NIOSH study on warehouse productivity standards and their effect on workers.

Under another NIOSH program, Health Hazard Evaluation, workers may file complaints about conditions they feel are hazardous, and then request that the government do investigations of their workplaces and working conditions. When the results come in, workers can then use the data to support grievances they have filed, to lodge complaints against the employer with OSHA or to defend their actions in cases involving the right to refuse unsafe work.

The application process is simple. A two page form which may be obtained by calling the TDU/PROD office, must be filled out. The request for inspection must be signed by at least three individuals, unless the job is of the type that is usually performed alone. Applicants may request that their complaint be kept anonymous. Applications simply consist of giving the name and address of the employer and information describing the hazardous condition, its location and the symptoms it produces. If NIOSH finds that your complaint shows reasonable cause, they will send an investigator to the workplace.

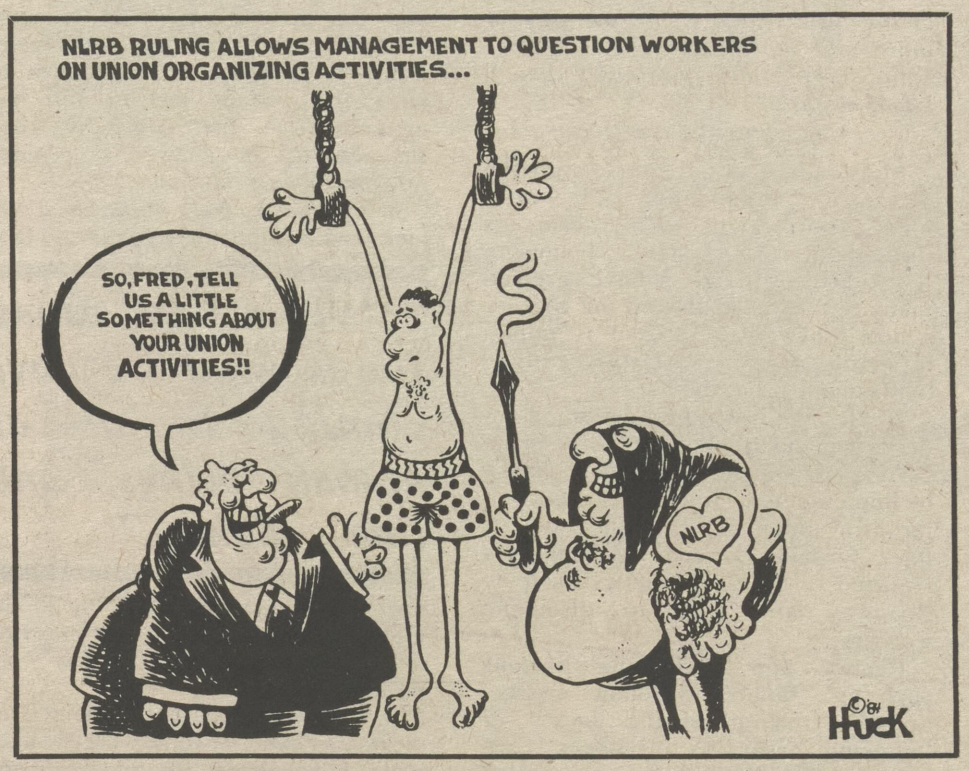
Any kind of exposure to chemical substances may be investigated including toxic chemicals, gases or fumes. An example of substances that may be investigated under the program are the diesel fumes that escape from truck engines into the cab.

Complaints about physical agents such as noise or heat on the job must be made to your state or local OSHA agency. The process is similar to NIOSH. An individual may call the local OSHA office and request a complaint form and fill it out with such information as the company's name, supervisor, address, description of problem and its effects. OSHA will then come and inspect the work site and determine whether the harmful conditions exist.

Again the complaint must be signed but it will be kept anonymous upon request. If the offending agent is measurable, such as noise level, the OSHA inspectors will determine its effect.

If you discover that OSHA or NIOSH has previously conducted an investigation of your workplace, you may call or write your local OSHA director to request the information found in that inspection. You may make such a request under the Freedom of Information act using language such as, "under the Freedom of Information act, 5 U.S.C. section 552, I am requesting a copy of the records that were taken during OSHA's inspection of my workplace on the date. Please send all notes, photographs and all other records taken. I am willing to pay photocopying costs."

NIOSH is currently conducting an investigation of lung cancer in the Teamsters Union. This study, according to a NIOSH spokesperson, should be completed within two years and was initiated by the Institute after a number of studies showed that truck drivers have excessive fatality rates from cancer. Previous studies, did not sufficiently determine what caused this cancer rate because they had failed to adjust sufficiently for smoking habits. This study is to determine if diesel fumes are a proven cause of increased cancer rates.


NLRB RULING ALLOWS MANAGEMENT TO QUESTION WORKERS ON UNION ORGANIZING ACTIVITIES...
SO, FRED, TELL US A LITTLE SOMETHING ABOUT YOUR UNION ACTIVITIES!!
NLRB
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Legal Briefs

NLRB Strikes Again: Allows Interrogation of Union Supporters.

In the Rossmore House decision, the NLRB set a new standard for interrogation of union activists. The Board overruled a previous decision which found that an employer's questioning of employees about their union activities "tends to interfere with the free exercise of employee rights under the Act and consequently is coercive" and an unfair labor practice.

Under the new standard an employer may interrogate "active union supporters" about their union sentiments as long as no threats or promises are made.

Dissenting Board member Zimmerman pointed out that "these conversations serve no valid employer purpose," and only help the employer find out the employee's reason for union support. Based on this the employer can then argue over the employees reasons and try to change their minds, or take corrective action — which in itself is an unlawful promise or benefit.

Central States Pensions Battle Continues.

As reported in the last *CD*, a tentative agreement was reached in the Sullivan case which would effect the benefits of thousands of Teamsters. On May 1, Attorney Arthur Fox filed a brief asking for an extension, so that more class members could respond. Three days before the May 21 deadline, the court denied the motion.

Fox was nevertheless able to file a 35 page brief with a number of reasons why the settlement was unacceptable in its current form. These include: 1) That the ex-trustees of the fund would get off scot-free as the $2 million settlement would be covered by private insurance, while the Department of Labor had sought $37 million from the trustees. 2) That the benefit settlement should be made clearer and the applications appeals process simplified. These practices are like the current ones, which have resulted in the denial of benefits to thousands of Teamsters for purely bureaucratic reasons.

The next step in this litigation will be a June 14 hearing before the court in Chicago. Any TDU members with questions about the settlement should contact the TDU office.

Study Probes Joint Grievance Committee Problems.

Two recent NLRB decisions have created a new standard that makes it more difficult for union members to bring unfair labor practice claims before the Board if they have already gone through the grievance procedure. Basically the Board has ignored its own responsibility under federal law and instead is relying almost completely on arbitration machinery to resolve any employee disputes that could be presented to it.

The result for Teamster members could be disastrous, as this often will mean that the only place to seek justice is the Joint Grievance Committee. These committees do not function as real arbitration panels, as no neutral person sits on them, but nevertheless in the past the Board has declared that they will defer to their decisions. As many TDU members know, it is often difficult to get a fair hearing before them.

Clyde Summers, Professor of Law at the University of Pennsylvania, has just presented a study of these committees to the National Academy of Arbitrators. Summers' paper focuses on the major problems with the committees, one of the main ones being the brevity of each hearing. On the average a grievance is heard in 15 minutes and decisions made in less than five. Another problem he points out is that unlike judicial opinions, which are often pages long and explain why the decision was made, grievance committee decisions often just say "based on the facts presented, the claim is denied." No explanation is given as to how the committee reached its decision, making it practically impossible to challenge.

One of the major reasons for this is that the committees often do not reach their decisions based on the merit of each case, but rather trade off grievances, as many Teamsters are only too aware of.

If you are interested in more of the findings of this report, copies are available from the TDU office for a $1.00 copying charge.

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design—the Professional Drivers Council of TDU is here to help you. Contact us today at: PROD/TDU 2000 P Street, N.W. Room 612 Washington, D.C. 20036 (202) 785-3707

McLean Members Organize

"You can see fear in people's eyes on the dock. The company just asks for more and more production. I can't believe the union just won't take a stand on this."

—Cincinnati McLean Dockworker

McLean has continued its campaign of coercion, intimidation and harassment at several of its big terminals throughout the system. Following recent articles in *CD* we have received many replies from around the country which prove that McLean is implementing a productivity-through-harassment program.

Discipline over production standards is in violation of Article 20 of the NMFA, which states that they cannot be implemented without the consent of the local union. Since no local unions have formally agreed, McLean has resorted to the same tactics used by Roadway and UPS to discipline workers.

Phoney and misleading reasons such as "failure to follow instructions," "talking on the dock," or "abusing bathroom privileges" are being used to intimidate the so-called "low producers."

In *Lebanon, Penn.*, Local 429 members attended a TDU meeting to discuss the problems at the company. Harassment had slacked off some after wives picketed in front of the terminal. But the heat is on again, as management continues to pass out over 100 warning letters per month over trivial matters. Where 1800 lbs of freight per hour per person used to be enough, 3,000 lbs an hour is what the company wants now. Local 429 continues to allow the gestapo tactics, and has agreed with the company that stewards not be allowed to process grievances on work time.

In *Newburgh, New York*, Local 445 members continue to be harassed. One dockworker was ordered to sit in the middle of the dock and write an essay on how he could improve his work performance.

> ***"All we are asking for is what we have coming to us as human beings, and that's dignity."***

In *Cincinnati*, the harassment is as vicious as ever. Several workers have been hospitalized for physical and psychological problems related to the stress they face at work. About 50 McLean employees went to the union hall to try and get some action on their grievances.

In *Chicago*, the company slacked off following talks by management that company and employees must work together to make McLean more competitive. Recently, however, several employees were arbitrarily forced to take blood tests for alcohol.

In *Atlanta*, the intimidation campaign has hit new heights with a rash of warning letters, suspensions and two discharges. The letters are falling heavily on the more senior employees. As one Atlanta dockworker said, "The main thing here seems to be that the company is trying to isolate the guys on the dock from each other. It's gotten so bad that many guys won't even speak to one another for fear of being written up.

"Employees just coming off layoff are big targets for the company. They are getting constant harassment for the first week they come back to work."

In *Minneapolis*, Local 120 McLean workers tell *CD* that the intense harassment has stopped since an eight hour walkout over the problem last October. Both the afternoon and night shifts stayed off the job until the company agreed to discuss the many grievances.

Calls to other McLean terminals indicate that the problem is system-wide. "That's why we have to organize nationally," said John O'Brien, McLean worker out of Local 445 in Newburgh, N.Y. "The company has had their chance to speak to us, now we want to speak with them. All we are asking for is what we should have coming to us as human beings, and that's dignity. You can take a lot away from people, but when you start to take their dignity from them, that's bad."

McLean members are starting to demand action from the union. Meetings have been held in Lebanon, Penn., and Newburgh, N.Y. to build a network of concerned McLean members, and meetings are planned in Atlanta and Cincinnati. For more information, contact TDU.

Ryder/PIE Scrimps On Shocks

Ryder/PIE Nationwide has added hundreds of new tractors to its road fleet with no shock absorbers on the front axle. These Freightliners and Kenworths pose a serious safety hazard, drivers report, and may be the cause of a number of accidents.

Drivers report that they are hard to keep on the road, and that older tractors that do have shocks handle much better. Knoxville, Tenn. driver Bobby Chambers has written to the IBT Safety Director, R.V. Durham, and also to the Department of Transportation with no results. He has also contacted Luther Watson, head of Nashville Local 480 who is on the IBT Safety Committee established by the NMFA, and Watson pleaded ignorance of the situation.

Article 16, Section 6 (k) of the NMFA states that, "Where the manufacturer recommends and provides shock absorbers as standard equipment with the tractor front suspension assembly, properly maintained shocks on such new equipment shall be considered as a necessary and integral part of that assembly....Any alleged violation of the above shall not be cause for refusal of equipment, but shall be subject to the grievance procedure as a safety and health issue."

Brother Chambers has taken the time to visit dealerships and observed that Freightliners and Kenworths are equipped with shocks. Ryder/PIE has obviously decided to "economize" by ordering all new tractors without them. The TDU Washington office would like to hear from drivers who have information, or have had problems with this situation. No carrier should scrimp at the expense of safety.

Officials Deny Vote on Bylaws Amendment

Teamster members of Local 145 in Bridgeport, Connecticut have been fighting a hard battle. It is a battle against corruption, neglect, and the use of union office for personal enrichment. It's also a battle for representation—any representation—and the right to have a voice in the affairs of your union.

When it comes to corruption and lack of union representation, Local 145 ranks up there with the worst of them. President Capoccitti, Sec.-Treas. William Kuba, and the few unfortunate supporters they have are running Local 145 into the ground. Local 145 represents employees at Dresser Industries, a major manufacturer of petroleum drilling parts. It also represents workers at Limosine, Vending and other small shops in the Bridgeport area.

At Dresser Industries, members wonder if there is any union at all. Stewards are appointed, and generally it seems more likely that the company and not the union has given them their appointments. While stewards get special favors, members grievances pile up and gather dust, conditions worsen and the few protections the contract offers are ignored.

Despite this, a number of Local 145 members have chosen to stand up for what they believe to be right and for the representation they should get. At the May 3 general meeting over 400 members turned out to vote on an amendment to the local union's bylaws. The amendment was for elected stewards and had been introduced by TDU member Abe Ferreira and other members. But, despite strict guidelines covering bylaw amendment votes in the local's bylaws, Kuba and the other officials *refused to allow the vote!*

When many of those present demanded the right to vote on the amendment, Kuba outright refused. He saw that he would lose, and kept the members from exercising their democratic rights.

On June 5 the vote was finally held, at a meeting attended by only 60 members. Why was it held? Because Kuba knew 40 flunkies he forced to attend would vote his way and defeat the amendment. Why didn't 400 members attend? Because the day of the vote the business agent informed members that no vote would be held.

While members are disappointed that the amendment didn't pass, they are clear that Kuba's actions have torn away the last support that he had. 400 people will not forget that they were refused the very basic right to vote in their own local union.

Presently, legal action is being investigated on the bylaws vote. Also, pending NLRB charges against Dresser Industries will soon be settled.

The battle for democracy and representation in Local 145 is far from over, but Local 145 members are determined to make their local strong, democratic and free from corruption.

Strike Against Union Busting Continues

The strike against Mason & Dixon Lines continues, as concerns rise that Matty Maroun's Central Transport intends to just write it off.

The strike began on April 9, after CT put Mason & Dixon into Chapter 11 bankruptcy, the same move they have made against at least five other carriers they have purchased recently. After filing Chapter 11 they threw out the contract, cut wages and benefits drastically, eliminated seniority except for layoffs, announced that all road drivers would have to buy their tractors, and that dock workers would have to qualilfy to drive or quit.

According to workers contacted at a number of terminals, the strike is solid and not much freight has moved outside of occasional attempts to clean out terminals. Reports from the home terminal and major breakbulk in Kingsport, Tenn. are that some trucks broke down that did take freight out.

The true union-busting intentions of CT are clear in a recent letter from the company to their major accounts. The letter, signed by corporate Vice-President A.L. Hester, admitted that "the Chapter 11 filing by Mason & Dixon on Thursday, March 30, 1984 was a voluntary action not forced by creditors. This action was taken to give our new owners, Central Transport, Inc. of Sterling Heights, Michigan, the opportunity to begin an infusion of equipment and capital...in addition to the availability of new equipment and capital there is some benefit to increased profitability by working under a modified labor contract."

The "infusion of new equipment" that they refer to must mean forcing drivers to buy their own! It appears that a "modified labor contract" was the only reason for this move at all.

The question still remains as to why the International Union does not extend the picket lines to Central Transport itself. CT is an operation that Maroun will definitely not write off, and further, their business in the automobile industry would be highly sensitive to even the threat of a strike.

October 13-14, Holiday Inn Mart Plaza, Chicago, Illinois

TDU Convention Will Plan for Contracts

by Dominick Buscemi
Local 773
ISC Member
Allentown, Pa.

I'll be at the TDU Rank and File Convention because, at this point in time, government, business, and labor leaders are restructuring policies that will determine the standards of living and working conditions of the American worker for generations to come. The conditions that result from these changes will have an impact on society similar in scope to the way society was changed by the Industrial Revolution.

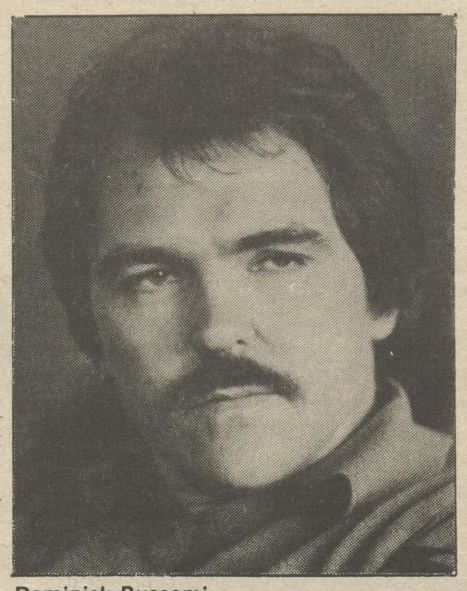
That's not the scary part. The scary part is that many of today's labor leaders have lost touch with what it is to be a "working person." This is obvious by the retreat of the labor movement and the decline in the middle class life style enjoyed by many workers up till now.

It's especially true in our case as Teamsters. Our General President is a millionaire businessman who not only never worked as a Teamster, but was never elected by the rank and file to hold any office. His first "negotiation" as General President, the relief rider, clearly demonstrates his incompetence and insensitivity as a labor leader.

If this is an indication of Presser's idea of representation, what can we expect when the National Master Freight Agreement expires next April? Will there even be another national agreement (which is the real bargaining strength of unionized trucking)? Is the rank and file prepared psychologically as well as financially for a strike? Are we in a position to conduct a successful strike, in light of the defenseless position that we have been manipulated into through double breasting, where the larger union companies have already established non-union operations?

Relief Rider Showed the Power of a United Rank and File

The relief rider did show us some positive things. It demonstrated the power of a united rank and file — our power was shown by it's overwhelming defeat. Even more important, it helped strengthen our national network to coordinate strategy and distribute information.



Dominick Buscemi

The strategies that defeated the relief rider were the result of the knowledge, discussion, and planning by the real labor leaders in this union, the rank and filers all over the country. Many of these same people will also be at the convention to share their insights and views. They'll be there in order to develop new strategies that can be used to retain our place in the union; strategies to make the rank and file aware of the importance to elect our International Officers and strategies to be effective in achieving these goals. And probably most important in the coming year, strategies to save and strengthen our contracts.

We can't afford to have leaders who are weak, insensitive, and vulnerable. We can't have leaders go unchallenged in making decisions that have little effect on their lifestyles, while at the same time, making decisions which will reduce our standard of living and set us back decades in terms of bargaining power.

The truth is, that we can't expect these people to just step down from their ivory towers on their own. They must be toppled and their positions filled by *elected* leaders who will be accountable for their decisions.

If you share these opinions, then you should make it a point to be at the 1984 Rank and File Convention, too. If you can't possibly make it to Chicago in October, you can still support these efforts by joining TDU today.

Teamsters — our contracts continue to deteriorate while the union does nothing. Management at many companies continues the squeeze for more work out of fewer people, while the union does nothing. Isn't it time for the rank and file to do something?

For these reasons and many others it is more important than ever for concerned Teamsters from all over the country to make plans **now** to attend the TDU Rank and File Convention on October 13-14 in Chicago, Illinois. This is where plans will be made to:

- Stop the destruction of the National Master Freight Agreement.
- End the wage freeze and restore the COLA in the UPS Agreement.
- Stop the spread of productivity harassment.
- Continue working for the right to vote for our International officers, and restore strength and democracy to our union.

The Rank and File Convention is the place to meet hundreds of other Teamsters who are working for a better union. It's also a chance to see democracy in action, and learn from the best labor lawyers and educators on subjects such as labor history, legal rights and the grievance procedure.

If you are concerned about your future, the future of our national contracts, and the future of our union then make plans now to be at the 1984 TDU Convention. The Convention will be held at the Holiday Inn Mart Plaza in downtown Chicago. Plan now, and look for registration information in the next **Convoy Dispatch.**

Federal Judge Blocks Proposed ITU/IBT Merger

On May 1, a Federal District Judge ruled that the International Typographical Union (ITU) may not hold a referendum on the issue of merger with the Teamsters Union until ITU internal disputes over last year's election have been settled.

The election, for the top spots in the union, resulted in a popular vote in favor of Robert McMichen by roughly 5,000 votes. The incumbents, led by Joseph Bingel, challenged the votes and nine local totals were thrown out by an ITU committee. New elections were ordered by the committee but no move was made to hold them. Charges before the Department of Labor are pending.

The election outcome is crucial to the proposed merger as McMichen favors an alliance with an AFL-CIO printing union, while Bingel is in support of joining the Teamsters. Opponents of the merger point to the lack of democracy and internal power ITU members would have under the Teamsters. They suggest that the reason for the merger is to put added dollars in the pockets of the incumbent leadership. The IBT offered top ITU officers vesting in the Retirement and Family Protection Plan, which gives participants 75% of their highest average salary.

Grievance Panel Backs Yellow's Lawbreaking

by Doug Allan
Local 208
Co-chair TDU
Los Angeles, California

Several months ago this driver, an employee of Yellow Freight in downtown Los Angeles, was given a local trailer to deliver local freight. The clearance lights weren't working so I took the trailer to the shop to get them fixed. They said it would take too long and that it would have to wait until later in the day or until the night shift.

When I reported this to the dispatcher he told me to take it out anyway, in direct violation of California vehicle law that requires that all lighting equipment be kept in working order. The dispatcher then got the terminal manager and he ordered me to take the trailer out. I knew that he was itching to fire me if I refused, and I mistrusted the grievance procedure enough to know that there is no sure winner, so I took the load out and filed a grievance on the incident.

I fully expected to win the grievance, and that the company would be warned not to order drivers to break the law. But you guessed it: the grievance was lost, and it certainly wasn't because it was improperly presented. I guess the grievance panel agrees with the company that it's all right to break the law if it's a minor infraction.

In another case the Joint Western Area Committee (JWAC) also condoned this lawbreaking by Yellow. In this case, John DeSoto, Yellow driver, steward and Trustee of Local 208 was given a line trailer to deliver locally that didn't have 1984 plates or a California sticker. After pointing this out he was given another trailer, but it didn't have a sticker or plates either. When he refused to take the trailer out, management gave him a letter which he assumed was from the Department of Motor Vehicles, but was actually a letter from Yellow Freight stating that they would take any responsibility. After seeing this DeSoto refused again to take out the trailer, and the terminal manager fired him after making some phone calls.

DeSoto and the business agent presented a good case at the JWAC but after a 5 minute executive session, the claim of the union was denied, and DeSoto lost his case.

It is this driver's opinion that there is only one way that we could have lost this case: that management got to one of the union panel members. Still DeSoto has not given up and a legal defense fund has been started to help him take it as far as he can to get justice.

One Member's View

Union Must Organize Owner-Operators

by Mike Friedman
TDU ISC
Local 407, Cleveland, Ohio

The Achilles heel of the Teamster strength in trucking is the owner-operator. Though the union has long tried to organize them, its efforts have been unenthusiastic, spotty, and often unsuccessful. Where they have succeeded, the Teamster record on representation has been abysmal.

Unfortunately, we are now reaping the harvest of this long process of neglect.

Companies faced with a financial squeeze are closing down their general commodities operations and keeping their brokers going under so-called special commodities divisions. The truth is that this careful distinction has been so abused as to be nonexistent. Finally, newer companies are opening up as complete non-union operations based solely on owner-operators. These combinations are posing a direct threat to union freight industry employees and are undercutting the income of union represented owner-operators.

Many of the owner operators—both union and non-union—are finding it impossible to survive, but the ease-of-entry gained by deregulation for both individuals and companies has led to a revolving door situation: new owner-operators come in to take the place of those falling by the wayside only to meet the same fate. Ironically, while union protection becomes a more vital necessity for owner-operators, the union is trapped between its own history of failure and the pressure of the economy which allows little bargaining clout.

What can be done to break out of this situation? A way must be found because owner-operators will be a wedge — indeed have already become a wedge — to break union power, undermine union wages and conditions, and shrink union membership throughout the freight industry.

But how can the union appeal to owner-operators? Its efforts to bargain improvements for those owner-operators it does represent is constantly undermined by the competitive pressures of rate-cutting and sluggish freight movement. Either the union accepts a contract calling for fewer protections and a lower percentage and wins only the hostility of its members, or it bargains hard, forcing companies to set up non-union subsidiaries, go bankrupt, or force wage cuts below contract levels.

It is a hard economic truth that the degree of non-union competition on what is commonly called "steel side" makes contract enforcement almost impossible. To what extent the union itself is to blame for its bad history of contract enforcement and organizing owner-operators, and its botched lobbying effort against deregulation, is a matter for debate. But it doesn't alter present reality. The question is what to do?

My proposal is to approach the problem from the other side. If the present bargaining climate prevents winning substantial wage and benefit gains directly from the employer, then *why should an owner-operator join the union?* The answer is: *If such membership can significantly reduce his costs, thus providing him greater retained income after expenses.*

The idea is simple: create a series of services for owner-operators through the union, available only to union members. This will give owner-operators a financial incentive to join. Over a period of time if enough owner-operators join and the union representation in the area increases to the point that the non-union competitive threat is diminished, then it can go after significant gains from the employer through bargaining.

Though simple in conception, the specific ideas outlined below may be difficult to implement. Whether the machinery for their implementation and administration can be developed fast enough to have an impact in an increasingly deteriorating situation, I don't know. I just think we need to try something. Some of the specific initiatives should be:

1) The creation of a pool of money for low-interest equipment loans to owner-operators. Perhaps some pool of money available to the International would be set aside for the creation of what would amount to a Teamster Bank where owner-operators who are Teamster members could get a simple, lower interest loan for equipment purchase.

2) Either through a self-insurance program or some arrangement with an existing insurance company, *a program should be developed whereby Teamster member owner-operators could get a break on their insurance rates.*

3) The Teamsters should set up, using the latest technology available to them, *a Financial Service Center for Teamster owner-operators* where their fees, licensing, taxes, book-keeping, fuel records, etc. are done for them. There are a number of private services which do these things for owner-operators for a fee. In short, these services do the book work and paper work associated with the business side of being an owner-operator leaving the driver to concentrate on soliciting freight and driving.

4) A purchasing co-op might be developed among Teamster owner-operators so that replacement parts, chains, binders, tarps, tires, filters, etc. could be bought in volume and sold to the individual at close to cost. Perhaps even fuel could be made available in this way. Working out the details of such a co-op plan on a nationwide basis might be complicated, but it does not seem impossible. The idea is to use every method to make it cheaper for a Teamster owner-operator than his non-union competitor.

5) A national publication should be developed by the Teamsters aimed at owner-operators. It would counter the image of the free-wheeling "independent" such people have of themselves. Most owner-operator magazines treat the broker exclusively as a small businessman or the last American cowboy. The union ought to present the owner-operator as a skilled workman with a very expensive set of tools who sacrifices his time and often much of his family life to be on the road at all hours in all weather to get his job done at considerable physical and financial risk to himself.

If any of the above services become realities, they should be pushed heavily. The magazine should be available to union members and non-members alike, by subscription and at truck stops. It should also cover much of what other such magazines do, such as equipment design and safety, and pending legislation concerning owner-operators.

Needless to say, none of the above notions constitute a get-rich-quick scheme. It is a long term program for making inroads in an area where the union is losing badly. But we have got to do something and this seems a pretty reasonable place to start.

IBT President Named FBI Informer

Why Hasn't Presser Been Indicted?

For some time Teamsters have been wondering how Jackie Presser keeps himself out of the Federal Penitentiary. Jack Nardi is one Teamster who wonders. He was convicted over a year ago of being a "ghost" employee of Cleveland Local 507 for roughly six years and receiving 300 paychecks for doing nothing at all.

Allen Friedman, Presser's Uncle, is another. He was also convicted of embezzling union funds by being a ghost employee of Local 507 for three years. Over this time he received $165,000.

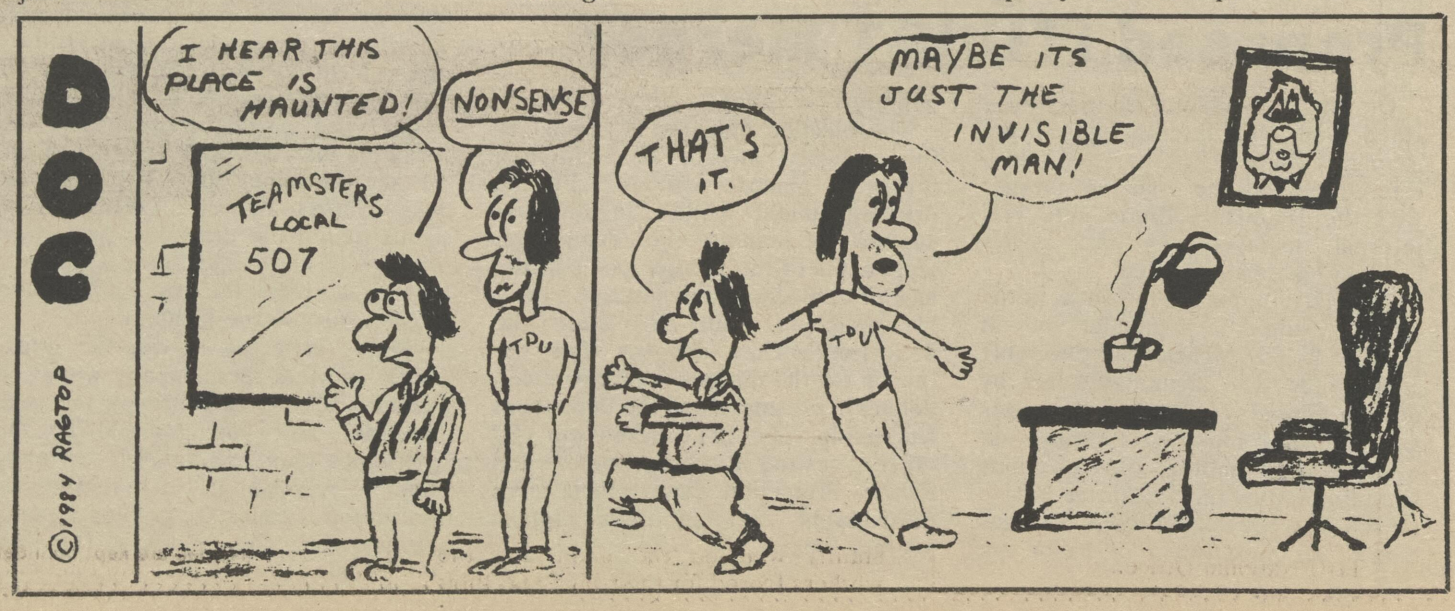
Why Jackie is still free is a question that working Teamsters across America are asking. How is it that the man who signed every single one of the checks that these ghost employees received, and who was responsible as Sec-Treas. for the finances of Local 507 get off scot free?

Could it be a matter of politics? Presser stands alone among heads of labor unions in backing President Reagan. Is this support because of Reagan's stand on labor issues? It seems unlikely. We suspect that the political clout of our union is being used to keep Presser out of the Pen.

New information has surfaced on Presser's ability to dodge prosecution. The *Los Angeles Times* revealed in a June 6 story that Presser has been an FBI informant since the 1970s. He has provided info to the FBI on other Teamster officials, including his rivals, apparently as a result the FBI has been hesitant to help federal investigators of the Organized Strike Force in Cleveland who recently recommended that Presser be indicted.

Presser inherited his union position from his father and has become a millionaire businessman. To keep his power and defeat his rivals, he has made connections with the present administration and the FBI. Instead of using the political clout of the Teamsters Union to organize the unorganized, improve contracts, and advance the cause of unionism, he uses it for his own personal gains.

What better argument is there for the right to vote for our International Officers? This one step would do more to restore membership faith in the union, improve its tarnished image and eliminate the prospect of crook after crook gaining control of our union. TDU is dedicated to winning this right. If you agree, see page 12 to join.



—Labor on the Move—

This page reports on issues that members of other unions have faced recently. This month: in Toledo, employees at A.P. Parts Company, members of the U.A.W., are striking against a 35% paycut; also, a story on Coca-Cola workers in Guatemala who won an important victory against hugh odds; finally, Teamster Local 600 in St. Louis establishes a special organizing fund.

Thousands Rally for Toledo Strikers

A solidarity demonstration in Toledo on May 21 turned into a large skirmish with police as more than 4000 gathered at the AP Parts plant on the city's north side. The crowd had been called out from factories and workplaces all over the city to protest the 35% wage cut and use of scabs by AP management.

Toledo, which has a long history as a union town, has had several impressive displays of union solidarity over the last year, and a Solidarity Committee was initiated to promote this union strength. The Toledo Area Solidarity Committee has held large rallies for striking Teamsters, Greyhound members and Oil Workers since the beginning of the year. They have also raised thousands of dollars for striking employees.

In the case of AP Parts the United Automobile Workers was not going to sit back and watch as the wages, working conditions and rights of their members were destroyed.

At first the demonstrators milled around the plant occasionally shouting at the scabs, and the hired goon squad brought in to protect them. The police began a skirmish when a group of UAW members drove a truck up to the plant gates, blocked the entrance, and unfurled a banner which read "UAW —Strong." Forty-four arrests were made through the night.

After the crowd had calmed down, a policeman hurled a tear gas canister into the crowd. Angered by this unprovoked attack, the demonstrators began to retaliate. As quick as the police could fire the gas, hundreds of assembled unionists would throw it back.

A week before the confrontation, the word was spread through UAW shops and other workplaces about a possible demonstration at the AP Parts plant. Public sympathy for the strikers had been aroused through almost daily coverage in the local media and the Toledo Area Solidarity Committee had raised the issues of the strike to unionists through various plant gate collections which netted over $2,000 for the strikers.

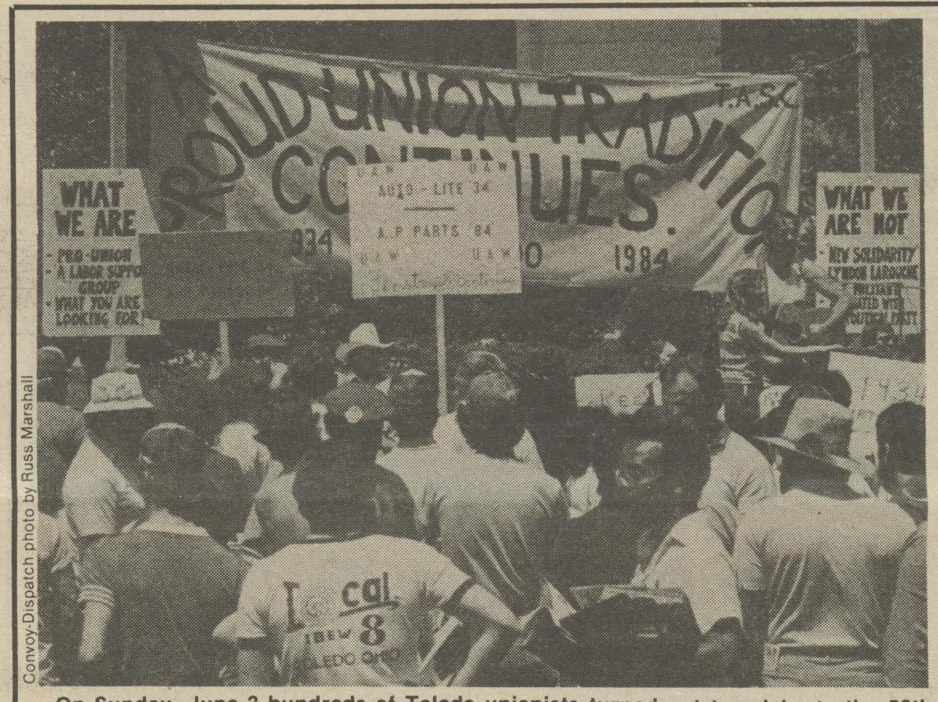
Near the end of the first shift on Monday, May 21, the word began to be officially spread through stewards in UAW plants that members were to congregate at the gates of AP to demonstrate against the unfair treatment of the AP workers and the company's use of a scab labor force which was seriously affecting the strike efforts.

Four thousand Toledo area workers responded to the call and several hundred more were turned away by a police barricade of the area.

The demonstrators held their ground. Scabs were unable to move out of the plant until the next day when heavily armed police escorted them out. The company which had shut down negotiations with the UAW local, was forced to sit back down at the bargaining table to negotiate a better contract.

As of this time, no agreement has been reached. But because of the actions of a labor movement willing to stand up at any costs for their rights as American workers, the 250 employees at AP Parts will, most likely, get a better deal from their employer. The solidarity of the thousands of Toledo union members will make the next union busting outfit think twice about pulling their deals on the Toledo labor movement.

On Sunday, June 3 a rally celebrating the Toledo Auto-Lite strike of 1934 drew hundreds of Toledo area unionists in yet another display of union solidarity. (See photo at left). Northwest Ohio Teamsters for a Democratic Union and many other union groups endorsed the rally. It was a strong showing of pride in the union movement, and a warning to those who would take everything that unions have won for us away.



Convoy-Dispatch photo by Russ Marshall

On Sunday, June 3 hundreds of Toledo unionists turned out to celebrate the 50th Anniversary of the Auto-Lite Strike.

Local Passes Special Fund

St. Louis Local 600 has taken a positive step in protecting union jobs and organizing the unorganized by passing a $5 per month special assessment to be used for organizing purposes. The assessment, which was passed by a 387 to 283 margin, will be used to pay small amounts to unemployed members of the local who serve on special picket duty.

The special assessment was endorsed by the Local 600 Executive Board and the Local 600 TDU Chapter. TDU Chapter members were at the polls from 9 am till 3 pm with signs and literature urging a yes vote on the assessment.

Cliff Coonley, TDU Local 600 Chapter Chairperson said, "We hope this will be the start of a trend to fight non-union companies that are taking the jobs of union members here in St. Louis. Maybe this will give other Teamster locals around the country an idea how to begin organizing a fight against non-union outfits."

Details regarding the special assessment are available from the TDU National Office.

Coke Workers Beat Bankruptcy

In a country where unions were almost entirely wiped out between 1978 and 1980, the Guatemalan union STEGAC and its members at Coca-Cola have been standing strong. In February the franchise owners of the bottling plant in Guatemala City declared bankruptcy and dismissed the employees. Soon after, the 460 employees occupied the plant in an effort to save their jobs. Finally, on May 25 the company agreed to negotiate the terms set out by the employees.

Mismanagement by franchise owners was to blame for the plants financial problems, but Coca-Cola world headquarters refused to intervene despite a 1980 agreement to supervise plant operations. Eight Coke union members were killed between 1978 and 1980 and Coke agreed to compensate the families and retain the management of the plant for five years.

An international alliance of 186 unions, the International Union of Food and Allied Workers Associations (IUF), has suppoprted the efforts of the Coke workers.

During the occupation police constantly watched the plant and the workers feared for their own and their families' lives. Many were faced with eviction, and the child of one worker died of malnutrition. Most of the families were surviving only on donations from supporters.

Coke's agreement to negotiate was a dramatic breakthrough. They have promised to look for new plant owners, and in the interim are willing to employ the workers as maintenance people in the plant. Backpay for the time the workers occupied the plant will be negotiated, and they have also promised that the contract will continue under new owners.

Using bankruptcy as a tool for breaking a union will ring a bell to union members here in the United States. This victory by the Coke workers should be an inspiration to all union members.

Keep the Rank & File Informed!

For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Subscribe today and we'll start your bundle subscription with the next issue. You'll be billed for future bundles. Just $3 for 10, $4 for 20, $5 for 50, and $9 for 100. Remember, knowledge is power, and **Convoy Dispatch** is the only reliable source of Teamster news.

Name_____ **Local Union #**_____

Address _____

City_____ **State/Prov.**_____ **Zip**_____

Phone_____ **Company**_____

City☐ Road☐ Dock☐ Warehouse☐ Other _____

Bundle size: ☐ 10 ($3) ☐ 20 ($4) ☐ 50 ($5) ☐ 100 ($9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

Company Slashes Wages, Working Conditions

Union Strikes Interstate

by Dave Blesing
Local 20
Chairperson, Northwest Ohio TDU

In early 1984 Interstate's top management was moving ahead with a grand plan for continued expansion into the south, southwest, and northwest parts of the United States. This expansion was planned on the heels of a 15% wage reduction, through the ESOP plan and the supposed blessings of Interstate's creditors.

The plan was to involve a change of operations starting on April 1. Many Interstate drivers were to be transferred to new domiciles in the south. All dock workers throughout the system were being assigned new shifts and hours. Most of these bids promised to be better than previous ones, where nearly all dock workers had to work weekends. For a change, things were looking brighter.

Then, on March 28, the first bomb fell. A notice was posted that all changes of operations were cancelled and new bids postponed. This caught some drivers in the middle of moving their families to new homes in the south. The rumors flew and no one in local management seemed to know what was happening. In several days it was reported that some of Interstate's lenders had demanded payment on their note amounting to over $6 million. The worst was yet to come.

By the end of the week the second bomb fell. Top management announced that they were restructuring the company. This meant the closing of all terminals in the south, southwest and northwest. All told, 72 terminals with over 2,000 employees were closed and the property and equipment were to be sold off.

Then the third bomb fell. On April 11 Interstate management filed for and was granted protection from lenders under Chapter 11 of the Bankruptcy Code. This meant that the company could continue to do business, but would be given protection from any or all parts of labor contracts that the court felt were unfair or burdensome.

Throughout April and May the restructuring continued. Toledo was to remain the major breakbulk, with a secondary breakbulk at White Deer, Penn. The Cincinnati breakbulk went from 200 people to only 28 drivers and combination people.

Now came the anticipated bomb: union busting! On May 14 union employees started receiving letters announcing new wages and conditions at the "New Interstate System." Wages were slashed by 35%. New hires were to receive $7.00 an hour. Sick benefits were cut and vacations held to a ceiling of two weeks. All Article 6 working conditions were wiped out. To top it off management arrogantly announced that they would not be sharing the 35% wage cut.

On May 15, under pressure from the members, Presser called a strike. By the next afternoon management was informing people that the company would be liquidating and asked if anyone wanted to work at the reduced rate during this time. No one accepted.

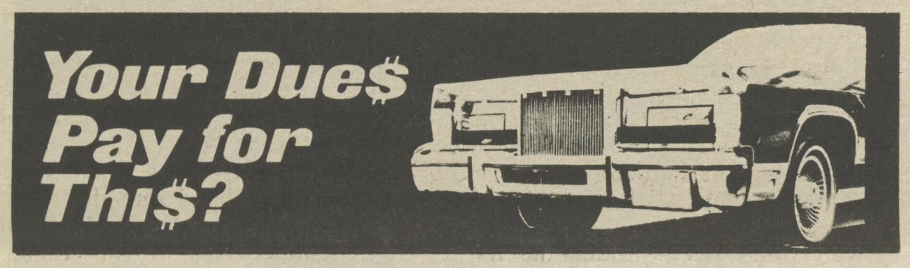
It has been a quiet strike. Most people are waiting for the final bomb to drop, the one that will mark the final closing. We're waiting because we know it would be impossible to work under the conditions set down by management.

Only months ago, Interstate employed over 3,600. People thought their future was secure because of management's propaganda. Today that security has been destroyed. The bombs have hit and the damage done. Now we must pick up the pieces.

> ***"Did we wait too long to act to protect our rights? Who is going to be next?"***

Who was at fault? Was it management for thinking they could beat and harass us into submission, and then expect us to pull hard when the going got tough? Was it our union leadership for letting management think that they could expect givebacks at every turn of the road? Was it our government officials who passed the laws that have sent the trucking industry into turmoil? Or was it us? Did we wait too long to act to protect our rights? Were we just beginning to stand up when everything began to fall around us? Were we so busy in our own little worlds that we could not see this coming, or did we just think it couldn't happen to us?

Interstate was not the first, and they won't be the last. *Who is going to be next?* Maybe brother and sister Teamsters can learn from our story. Stand up now. Get involved. We are in a struggle for our very way of life. Many of our other interests may have to be put aside for a while or we may not have the luxury of outside interests at all.



Local 170 Votes "No" on Retirement Dinner Tickets.

Freddie Roberto, Sec. Treas. of Local 191 Bridgeport, Conn. and President of Joint Council 64 in Connecticut, is retiring, and a memorandum was sent to New England Locals asking that $100.00 tickets to his retirement dinner be bought for each Executive Board member of the local.

But in Worcester, Massachusetts Local 170 a motion was raised at the recent union meeting that the members' dues not be used to buy the tickets. The motion passed unanimously. As one Local 170 member stated, "the guy never does anything for us, so there was no way that our dues were going to pay for those tickets."

Department of Labor Files Suit Against New Jersey Fund.

On May 14 the Department of Labor filed suit against the Trucking Employees of North Jersey Welfare Fund. The suit alleges that the Fund's Trustees violated ERISA by paying $79,000 in legal fees for a Trustee who had been charged with criminal activities. Although acquited on the charges, the Trustee was found by independent counsel for the Fund to have improperly charged the plaintiff for dental services. Teamsters Local 560 pays into the Trucking Employees Fund.

Central Transport Hires Ex-Local 299 Officer.

Central Transport, the notorious union-busting freight carrier which used bankruptcies at five of its separate carriers to toss out the contract, is getting a new labor relations man. He's already taking over at some of CT's subsidiaries, and Teamsters from Detroit will remember him. His name is Henry Bechard and he was an officer with Local 299 until he jumped the fence for greener pastures.

Hank, you've got a big future in union-busting ahead of you, but we can't wish you luck.

The pity in cases like this is that people who learn skills and information on our dues tab and then go to work for employers can also continue to draw money from our dues! With the special officers-only pension and severance plans that *we pay for*, we continue to provide these guys with money while they are working to bust the union!

For example, any Teamsters business agent who makes $50,000 for six years, then jumps to the employers, still gets a tidy sum of $15,000 from just one of these funds alone.

Do you think that we could put our money to better use organizing the unorganized?

TDU Meets

BC/Yukon Area TDU
Thursday, July 5—7:30 pm
Rio Hall, 3325 Kingsway
Vancouver, BC

Chicago Area TDU
Sunday, June 24—12 noon
Cezar's Quality Inn
5001 W. 79th
Burbank, IL

Cincinnati Area TDU
Saturday, June 23—2:00 pm
Colerain Bowl, 9189 Colerain
Cincinnati, Ohio

Houston Area TDU
Saturday, June 9—1:00 pm
University Park Inn
3815 Gulf Freeway
(Cullen-Calhoun Exit off I-45)

Hudson Valley TDU
Monday, June 18—6:00 pm
at the Roadside on Rt. 208
Maybrook, NY

Northeast Pennsylvania TDU Picnic
Sunday, June 17—1:00 pm
Bill Davies Farm
Kunkeltown, PA

Northwest Ohio TDU
Sunday, June 10—9:00 am
1428 Palmetto
Toledo, Ohio

St. Louis Local 600 TDU
Third Sunday of the month
(following Local 600 union meetings)
Amvets Post 88, 8449 N. Broadway
St. Louis, MO

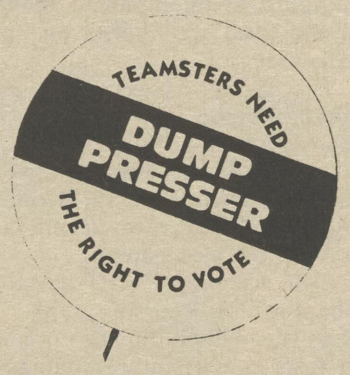
San Antonio Area TDU
Sunday, June 10—1:00 pm
El Tropicana Hotel
110 Lexington
San Antonio, Texas

Southern California Annual Fundraiser picnic
Sunday, June 24—9:00 am
Eldorado Park West
Studebaker Road, Long Beach
Hotdogs, hamburgers, soft drinks and games for children of all ages
Donation: $6 per family
For info: Niambia:213-432-4984, Dee: 714-828-7647, Marilyn: 818-966-7154

Twin Tiers TDU
Saturday, July 7—5:00 pm
Horseheads American Legion Hall
Horseheads, NY

Is your Chapter having a meeting? If so, let us know ahead of time so that it will be in **Convoy Dispatch**.

Want a meeting in your area? Let the office know and we'll help set one up.



Show your true feelings about the man responsible for the wage freeze, loss of COLA and destruction of working conditions.

Prices: $1 for 1, 50c each for 10 or more, 35c each for 50 or more. Mail your order to TDU, Box 10128, Detroit, Michigan 48210.

COLA Diverted Again, Despite Massive Profits

UPSers Ask: Where's the Money?

Once again, the COLA promised to UPS Teamsters has been completely diverted into the health and welfare or pension funds. Despite massive profits and UPS's domination of small parcel delivery service, Teamsters will not be receiving one cent in COLA protection for the second year in a row.

UPS profits for 1983 jumped over $150 million to $489 million.

During the first week of May, rumors flew that the COLA would be given this time, or that it would be exchanged for a special deal on part-time drivers for the Next Day Air operation. But the ax had fallen one month before when freight Teamsters learned that they would not be getting the COLA. Most UPS members draw from the same benefit plans, and therefore varying payments into the plans would be unacceptable.

How the COLA is diverted depends on the Area Conference or Local Supplement you are under.

Central and Southern Conference COLA will go completely into the health and welfare plans.

New England Teamsters will have their COLA split between the health and welfare and pension funds.

Local 804, New York members are expecting that the entire COLA will go into the pension fund again this year. Presser reportedly denied a request by Ron Carey that all COLA go into wages.

Local 177, New Jersey has not yet determined how the COLA will be split. Local 177 officials are reportedly working on an arrangement where 20c will go to the pension fund and 15c to the health and welfare.

Washington State UPS Teamsters will not be receiving the COLA in their benefit plans or in wages! The Puget Sound Teamsters Welfare Trust stated that no increased payments were necessary. Seattle Local 174, officials sent a TITAN message to Presser asking that the COLA be put into wages, the pension fund, or the Pacific Coast Benefit Trust, an extra pension plan for Washington Teamsters. These requests were turned down. Therefore, the entire 35c will apparently be kept by the company.

As in 1982 the other West Coast locals will be deciding how to split the COLA between the many Funds there.

Chicago Local 705, and Local 710, that covers UPS Teamsters throughout Indiana and Illinois, have not yet announced what will be done with the COLA. Reports have circulated that these locals may give some or all of the COLA in wages. Both of these locals are separate from the National Agreement.

Once again, all COLA that would have been paid on overtime hours is completely lost. The company will keep all of this money.

Members in *Brockton, Mass. Local 653* sent a petition to Presser, signed by over 100 members, demanding that the overtime COLA be paid into wages. They received a confusing and garbled message from Presser that avoided the issue completely. Local 170 members from Leominster, Mass. have reportedly circulated a similar petition.

Local 28 members in South Carolina sent a petition to Presser demanding that the entire COLA be paid into wages. They have also started a group called the UPS Employees Association, and printed a letter called *UPStarts.*

Calls to other areas around the country disclose a high level of anger and frustration over the loss of the COLA for the second year in a row. Unfortunately, the diversion is completely legal, and is covered by Article 33 of the National UPS Agreement.

What can be done? Only one thing—prepare now to get the COLA restored in the 1985 contract. May 1985 will be too late to make your voice heard. All concerned UPS Teamsters need to pull together now. The UPS members of TDU have started working for a decent contract, isn't it time you joined us?

Who Are Part-Timers, What Are Their Concerns?

TDU Surveys Part-timers

The results are in from the UPS Rank and File Part-Time Employees Survey. According to those who responded, the typical UPS part-timer is young (23 years old), fairly well educated (36% had to show proof to UPS that they were students), and surprisingly, more active in the union than is generally thought.

58% reported that they've filed grievances during the past year. Most were filed over production harassment, supervision doing bargaining unit work, and seniority violations. 65% responded that they have copies of the contract, and another 50% reported that they attended at least some union meetings in the past year.

The large majority of respondents said they had stewards who were part-timers on their shifts and that those stewards were doing a fair to good job. However 85% felt that the International Union and/or their local unions have not done a good job with the part-timers. The major complaints were a lack of representation once a grievance gets out of the shop, lack of any communication, and an insensitivity to the special problems faced by part-time workers.

Over half of the respondants said that they hoped one day to go into fulltime jobs with UPS and also estimated that, at this time, about 40% of the workforce were new hires at the lower pay rate.

The part-timers rated productivity harassment as the biggest problem facing them daily. The next biggest problem rated was health and safety problems such as back injuries, other injuries, and stress on the job.

Probably because of these problems 90% said that UPS doesn't treat their employees fairly. When asked what the main contract demands should be in the upcoming negotiations 40% replied more money; 30% a better chance for part-timers to move to full time and a firm 4 hour guarantee; 28% an end to the two tier wages; 28% better health and welfare benefits, sick days and vacations; 28% restoration of the COLA benefits; 18% better language ending productivity harassment; and 10% a better grievance procedure.

An impressive 80% said they would be ready to strike to get a better contract.

So the next time you hear a full time UPS employee say the part-timers will pass through another lousy agreement, ask them to think twice.

This part-time survey was conducted by the TDU/UPS Network, and is part of the ongoing plans for getting a better contract in 1985.

Hang UPS News of UPS Workers

Does the Incentive Plan Increase Accidents?

In the South Illinois District it was brought up at a meeting that there were 116 accidents, out of roughly 600 drivers, in the first three months of 1984. This has alarmed management and they have been travelling to centers holding safety meetings. What they don't seem to be able to figure out is that with all the pressure put on drivers to make dispatch or run under, safety is the first thing to suffer.

Drivers are giving up their lunch hours (which adds to fatigue), and they are in a bigger hurry, taking the quickest and not necessarily the best approach. And of course, they are driving over the speed limit in their haste to make the Center Manager look so good. Is this "dash for cash" worth the safety risks?

Part-time Feeder Drivers in Houston.

Do you think that letting UPS have a little sweetheart deal for part-time drivers on the NDA operation might be ok? If so, then read on for educational purposes.

In Houston, Texas eight part-timer drivers are taking work from both package car and feeder drivers. A study of pay stubs for one week in May shows wages. They get $7 an hour to start, and there are reportedly no benefits. Although promised 20 hours per week, 2 of the eight didn't make 20 hours during the week noted.

They are called "committed air drivers" and late in 1983 management explained that they would shuttle from the airport to the southeast Texas hub and various centers, off-load all packages which regular package car drivers could deliver, and deliver only in certain difficult areas. But since then more work has shifted from regular drivers to these $7 bargains, including feeder work, like going to Beaumont, Texas (90 miles each way).

California Members Win Bulletin Board Rights.

NLRB charges filed by TDU members in Stockton and Oakland, California have forced UPS to allow employees to post TDU literature on certain bulletin boards for at least one year. UPS in the past had allowed employees to post general information on the boards but refused to allow TDU literature.

The settlement was the outcome of charges originally filed by Stockton driver and TDU member Terry Toler in 1982. Toler's charges were later combined with similar charges from the Oakland center.

Over the past year Stockton management did everything they could to discourage Toler from following through with the charges, but he stuck through it all, including three firings, to stand up for what he believed was right.

Following one firing that was reduced to a suspension, a UPS personnel manager called Toler, telling him that he could go back to work immediately if he dropped the charges. He didn't, and in December they tried one last time to fire him over charges related to a C.O.D. payment from six months before.

He won his job back with full back pay and pursued the charges to get the settlement. Through it all Toler had the support of the other Stockton drivers. Through their unity and determination, employees at both the Oakland and Stockton centers will have the right to post literature on certain bulletin boards—a right which will be very important during this contract year.

If you have had any problems posting literature on the bulletin board where you work, please contact the TDU office for information on what can be done.

Weeding Out at Willow Grove Hub.

Part-time supervisors at the Willow Grove hub outside of Philadelphia have been told that there will be no moves up to fulltime management in the next two years. According to TDU member Keith Miller this may be an effort to weed out some of the supervisors who have been hanging on for five or six years. After all, without the "carrot" of a fulltime position what will keep these supervisors going?

Cleveland Warehouse Closes, Two-Tier Wages in Detroit

Upheaval Underway at Kroger

Since January the Kroger grocery chain has made a number of moves that will have a dramatic impact on thousands of Teamsters and Clerks who work for Kroger. Response by the Teamsters Union has been weak and ineffective, and as a result, many vital contract protections and benefits have been given away.

The impact will affect not only Kroger employees in all divisions, but the entire grocery industry since Kroger is the largest national chain. Understanding how and why these defeats came about provides the key to regaining the union's strength at Kroger and in the industry.

Cleveland Warehouse, Stores Closed

A key Kroger tactic has been to force a concessions on a weak division and then later use this as a wedge to force concessions elsewhere. Using this approach, it took four years to force mileage pay on drivers.

Kroger's latest move was the sale of 18 stores in Northeast Ohio and the closing of the Cleveland Division warehouse. The warehouse had also serviced Pittsburgh before Kroger sold 54 stores there after the Clerks Union rejected a company demand for drastic wage, benefit and seniority cuts.

The Pittsburgh sale also lead to the closing of the Detroit Dairy which had supplied some of the Cleveland Division's dairy products. (The Dairy has had a partial reopening to produce some non-Kroger brand ice cream.)

The buyer of the Pittsburgh stores was Wetterau, one of the larger midwest wholesalers. Kroger also announced it was exploring "joint ventures" with Wetterau in wholesaling.

Detroit Goes Wholesale

In May, clerks at Detroit Kroger stores learned the meaning of these "joint ventures." Kroger announced it would sell many Detroit stores and keep others open only if the Clerks Union accepts massive cuts when their contract expires in August. At the same time Kroger announced it will work with Wetterau in a joint wholesaling grocery business in Detroit.

These moves are part of a long term strategy to shift Kroger's focus to the "Sun Belt," where they have a new division in San Antonio, Texas and have purchased the Dillon-King Sooper Chain. Most of the divisions closed by Kroger had union contracts no higher than other unionized chains.

1983 was the first year in a decade that Kroger did not set a new profit record, although they still made $127 million. According to the *Wall Street Journal* (May 31, 1984), this slide resulted from unexpected costs in integrating the Dillion stores and in delays in utilizing those stores as outlets for Kroger-made products.

Subcontracting Threat

Besides these closings and an off year for profits, Kroger has used other hammers to force through concessions. In 1979 national Teamster negotiator, Bobby Holmes, gave Kroger language which severely weakened drivers' protection against the subcontracting of jobs. Kroger moved slowly at first, subcontracting Detroit bread deliveries at much lower wages in 1979. Recently, it threatened dozens of Columbus and Cleveland drivers' jobs delivering milk from the Newark, Ohio Dairy unless those drivers accepted takeaway contracts.

As a result, Columbus drivers accepted a flat rate payment scheme for their local deliveries which had still been hourly. Although the flat rates may be adequate for now, the scheme eliminates paid breaks and overtime pay for the most senior drivers.

Two-tier Contract in Detroit

The recent Detroit contract will pay new hires $4/hr. less with no catch up. It contains no increase for current employees. There is no language restricting increased production standards which are becoming intolerable in the warehouse. The first vote was 8 to 1 against the offer, but faced with no union support for an effective fight, the contract was accepted on the second vote.

Since Detroit Local 337 conducted negotiations on a disunified basis and let Kroger management set the pace, other Detroit chains are being forced to accept similar contracts one by one.

This spring has been a disaster for Kroger workers. Was this inevitable? What could the Teamsters Union have done to stop Kroger from threatening the members into accepting dramatic cuts that will take years to overcome?

Coordinated Bargaining Can Achieve Unity and Strength

A huge corporation like Kroger cannot be matched fighting one division at a time, especially in hard times. In 1975 Jimmy Hoffa was asked what he would do when he returned to the union. He said, "reinstate the trade divisions...There's no other way unions can survive, except with master contracts." (Playboy interview, August, 1975)

In 1964 Hoffa started instituting master language for all Kroger divisions for about half the contract clauses. But no further steps were taken in the 1970s when Bobby Holmes was chief negotiator. In 1973 when a group of stewards met in Indiana to improve coordination, the meeting was broken up by union goons.

In 1979 Holmes tried to introduce substandard pay for new hires in the national contract language, but TDU forced a vote on the national language and new hire pay was voted down 3 to 1 after a TDU coordinated campaign. But weakened subcontracting language stayed in and squeaked through on the second vote.

In 1982 many divisions requested improvements in the master language, but Holmes feared another vote, so he left the language unchanged and denied a vote. This set the stage for the recent contracts. Just as with mileage pay for drivers, Kroger will try now to use the Detroit two-tier contract to force two-tier wages on all divisions.

The other article on this page describes steps being taken in the Western Conference to improve coordination and build unity at specific chains like Safeway and within specific markets. Similar steps could have prevented the recent Kroger disasters and will be needed in the future to reverse the downhill slide.

Kroger's plan to shift their resources south is well known. Its attack and tactics were completely predictable, and it is certain they would have closed at least one division no matter what happened in Teamster negotiations. But on the way out, they planned to get a bonus of concessions that will affect all Kroger workers and the whole grocery industry for years.

Faced with this challenge, the union had a simple choice—fight together to minimize the impact of Kroger's shift or allow Kroger to impose a coordinated management campaign on employees fighting on an isolated basis in each division.

They easily could have called together representatives from Kroger in Detroit, Columbus, Cleveland, Cincinnati and Indianapolis and proposed the following plan: no division will accept a two-tier contract. If any division is forced on strike, other divisions will make a special assessment to supplement strike pay and all divisions will agree to honor pickets from the struck division, whether those pickets are of a "hit and run" or continuous character.

Since all members know that if a concession is gained in one division, they will fight it sooner or later, this is a sensible plan that would have unified the members and defeated two-tier at Kroger. Holmes could have implemented such a plan easily.

Within the Detroit Division a similar agreement could have been reached among the members at all the chains, as it was in Los Angeles Local 595.

Contract language could also have been gained giving members out of work from any chain first hire rights at the other chains. This would lessen the threat to members' jobs if a weak chain goes bankrupt.

In 1985 the Kroger master language will be up for renewal. Major progress could be made in the areas of production standards, subcontracting, reversal of the two-tier precedent set in Detroit. The 3 to 1 No vote on the 1979 contract showed the potential power of rank and file coordination.

The recent contracts and closings have put Kroger workers deeper in a hole. The hole will either get deeper or Kroger workers will climb out of it altogether, using unity, coordination and communication.

Unity Efforts on the Rise

Positive Signs in West Coast Grocery

"No Takeaways in '84"—that's the slogan on buttons worn by many of the 3,000 grocery Teamsters in Northern California employed by Safeway, Lucky Stores and Alpha Beta. The contract between these chains and eight Teamster locals expires in July. It sets the pattern for other independent warehouses in the area, and is also a pacesetter for the entire western food distribution industry.

Safeway is trying to divide the locals and their members with demands for separate concessions at its Sacramento distribution center. It has also announced a tentative sale to Certified Grocers, and is demanding concessions as part of that deal.

Northern California Safeway workers fought a long and bitter strike in 1979 in an attempt to stop the company's drive for increased production standards. Since then the locals have taken steps to overcome the isolation that insured an employer victory that year. A united committee has been formed between the locals, and the buttons worn by members are evidence of an effort to inform and involve the membership.

Western Conference Grocery Meeting

A meeting was recently called by Northern California Joint Council 7 and sponsored by the Western Conference which could be a step forward to put the union and members on more equal footing with the large western chains.

Although no definite decisions were made at the meeting, plans were discussed that could make common expiration dates possible and extended picketing at other warehouses more effective.

Hopefully, this meeting will be the first of many. They could be made more effective by including rank and file representatives as well as business agents.

Local 490 Fights Production Standards

When Lucky Stores brought in a consultant to set up production standards Local 490 hired a consultant from Stanford University to do an independent study. The local has also used the U.S. Government study done by the University of Wisconsin on the health impact that speed-up schemes have on workers. (This study is available from TDU for $6.00.)

The company wouldn't budge at the bargaining table, so the union proposed arbitration. Lucky's balked, claiming it wasn't subject to arbitration since it was not covered by the contract, and the judge agreed. This gave the union the right to strike over the production standards. (It is legal to strike over a non-arbitrable issue).

Local 490 decided not to strike since the contract would be expiring in July and the issue would be on the bargaining table. In the meantime warehouse workers are reportedly working well below the company's standard. This unity by the members and the background work by the local will put them into a stronger position as they head into bargaining.

Watsonville TDU Produces Play

"Fifth of May" Celebrated

by Manuel Diaz
Cannery Workers Committee
Local 679, San Jose, California

Cinco de Mayo, the "fifth of May," is a Mexican National Holiday which the Chicano and Mexican communities in the United States traditionally celebrate. Cinco de Mayo commemorates the Battle of Puebla in which an overmatched Mexican People's Army soundly defeated the elite army of Bonaparte in 1862 that marked the end of French colonialism in Mexico.

Our Teamster brothers and sisters in the Watsonville TDU, Local 912, who are mainly Chicanos and Mexicans celebrated Cinco de Mayo this year with an original play. The theme of the play, *The Trials of Juan Obrero* (obrero means "worker") is the case of a frozen food worker, Juan Parra, who was unjustly fired for defending himself against the racist abuses of his foreman.

Convoy's readers have already read about Juan's case and know that Watsonville TDU helped Juan beat a bogus legal beef and get the fanatic foreman fired. Juan now needs full justice, in the form of reinstatement to his job with full back pay.

The "Trials of Juan Obrero" is an excellent piece of education. The nearly 1000 cannery workers who attended the premier-in-the-park came away feeling solidly in support of Juan as well as thoroughly entertained.

Top left and above photo scenes from the play "The Trials of Juan Obrero." Left, members proudly carry the Cannery Workers Banner.

Sección en Español

Cinco de Mayo

por Manuel Diaz
Comite de Trabajadores de Caneria
Local 679, San Jose, California

El Cinco de Mayo es un día de Fiesta Patria Mexicano que el Pueblo Chicano y Mexicano en los EEUU siempre celebra. El Cinco de Mayo conmemora la Batalla de Puebla en que el ejercito Poblano Mexicano derrotó al ejercito famoso de Bonaparte en 1862. Esta batalla marcó la terminación de colonialismo Frances en Mexico.

Nuestros compañeros de TDU; Local 912 en Watsonville, California, quienes son la mayoría Chicanos y Mexicanos celebraron el Cinco de Mayo este año con la presentación de un acto original. El tema del acto, "La Obra de Juan Obrero," se basa en el caso de Juan Parra, un trabajador de Canería, quien se defendió en contra los abusos racistas de su mayordomo. Los redactores de *"Convoy Dispatch"* ya deben de conocer este caso y también los esfuerzos de TDU en ayudarle a Juan ganar su juicio en corte y causar la despide del mayordomo. Ahora Juan unicamente requiere su trabajo y su recompensación para completar su victoria. "La Obra..." es un ejemplo excelente de la propaganda y la educación. Los casi mil trabajadores de Caneria quienes asistieron al acto, presentado en un parque comunitario, regresaron a sus casas sintiendo solidaridad con Juan además de haber sido completamente entretenidos.

Contract Plans Drawn Up at Northeast Conference

On May 20 TDU members from all over the Northeast converged on South Deerfield, Massachusetts for the Second Annual TDU Educational Conference.

Over 60 members from 15 locals attended, representing chapters from Long Island, New York to Portland, Maine. New members came from growing chapters in Worcester, Mass. and Providence, R.I. to meet other northeast TDU members and take part in the workshops. Both Boston and Hartford were better represented this year than last, showing areas where TDU has continued to grow.

The day-long conference started on the upbeat when members from Local 145 in Bridgeport, Connecticut reported on their efforts to get elected stewards. Through the hard work and good publicity put out by TDU members over 400 members turned out at the May union meeting to vote on the ammendment. Although union officials refused to allow the vote, the motion was finally passed at the June meeting. See article, page 1.

Attorneys from Boston, New York and Washington, D.C. attended the conference, presented a workshop on Legal Rights, and were available for members' questions. TDU National Organizer Ken Paff gave a workshop on Organizing for National Contracts.

The 1985 contracts were the main concern of everyone who attended, and the last session of the day was a nuts and bolts discussion of what northeast Teamsters could do to prepare for the year ahead. A network for both UPS and Freight was created, to get members from different locals working together, and plans were discussed for surveys, petitions and motions to be made at local union meetings.

Those who attended stressed the importance of working together regionally and nationally to get decent contracts.

Thanks go out to all who took the time to attend, and special thanks go to the Springfield Chapter, which hosted the Conference again this year.

The UPS Rank & File Daily Log Book

Keep the record straight with the charts in this durable, spiral-bound notebook. Different books for package car, feeder drivers and inside employees help you keep track of all the details that affect your job at UPS.

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NLRB Levels "Failure to Bargain" Charges

Anchor Gets Extension on Running Mile

The May 2 National Carhaul Grievance Panel again ignored the contract and the law, when they gave Anchor Motor Freight an extension until November of the trial period of "running mile" pay on some Eastern Conference runs.

But the spirited and effective defense of the contract by Wilmington Local 326 continued, with solid backing from the locals in Framingham, Mass; Linden, NJ; Tarrytown, NY and Baltimore. Anchor has running mile proposals in the hopper for these other locals if their test case against Wilmington drivers is finally accepted.

The carhaul contract requires companies to prove that any requests for economic relief are "economically justified." It makes no provision at all for "running mile" pay. If the 1982 contract had included such a provision, it would certainly have been voted down by the members.

There is little doubt that, without the actions of Local 326, the deal would already have been completed. As carhaulers know from past experience, what the companies get in part way through the Grievance Panel, they push all the way through in the next contract. The carhaul contract expires May 31 of next year.

When Anchor made its first relief request to the Panel in February, it completely failed to prove its case — changing its facts and arguments 11 different times. Management knows its case will not stand up to close examination, so it has continuously refused to provide Local 326 with the facts and figures which they need.

NLRB Charges Anchor

Both the law and the contract require Anchor to provide this data, which Local 326 has repeatedly requested. But the Grievance Panel has refused to enforce this requirement, so Local 326 went to the National Labor Relations Board. The NLRB agreed with the local and has charged Anchor with "failure to bargain." An NLRB trial is set for July 11.

Anchor has lined up some big allies — Jackie Presser and Sam Stintsman.

At the May meeting a representative from Linden Local 469 pointed out a big hole in Anchor's argument: Anchor is already paying the contractual "competitive" pay (full rate — half rate) on runs from Linden which pay less revenue than the revenue which Anchor says requires a further "competitive" pay cut to running mile rate (½rate-½rate) for Wilmington drivers.

It was also revealed that Anchor had not included a $25.80 handling fee for each unit in their revenue calculations to show the Panel the running mile pay was justified. Since this totals $438.60 on each two-way run, it obviously makes Anchor's argument even weaker. The panel ignored both of these new facts.

Although Anchor made no new arguments on May 2, they have not been idle. Management prepared a slide show outlining the threat of rail competition. This was shown to the panel and will no doubt be used to soften up carhaul members as the contract approaches.

Presser Kicks Official Off Panel

Anchor had also lined up some big allies — Union President Jackie Presser and his #1 man in carhaul, Sam Stintsman. (See Open Letter — this page) Presser opened the meeting with a speech repeating management's position on rail competition. He also reshuffled the members of the panel to a lineup more to his liking. Presser said his "appointees" would be more familiar with the big picture. Perhaps Presser got part of his big picture from his former partner in a liquor business, Robert Moss, a Vice President of Leaseway, Anchor's parent company.

At the meeting, Stintsman joined in an attack on the *Convoy-Dispatch* article in March which described the February 27 Grievance Panel meeting. He did not contend the article was inaccurate, but wanted to know who the "mole" was who leaked the story. There was also an effort to exclude the BAs from other Anchor locals. This was dropped after a very rowdy union caucus meeting.

The continuing saga of the running mile has one very good effect. Carhaulers can see what is coming. They can see that being organized and speaking out can have an effect. The next year will be crucial. If carhaulers organize, the contract can be strengthened. If carhaulers sit back, the contract will be weakened.

The Carhaulers Coordinating Committee of TDU is dedicated to keeping carhaulers informed. But we need to hear from you, and most of all we need your support. Join TDU today.

Carrier Profit Data Available

TDU presently has available the American Trucking Association's (ATA's) 1984 edition of *Financial and Operating Statistics.* This publication gives a listing of revenues, total salaries, expenses, net profits and other data for all Class I and Class II motor carriers covered by the Interstate Commerce Commission's jurisdiction for 1982 and 1983.

If you are a TDU member and would like a copy of the statistics on your employer just write to the TDU office. Non-members are requested to pay a 50c donation for each company, or better yet—join TDU at the same time!

Open Letter to General President

Presser: There Are No "Moles"—Just Facts

Dear Jackie,

At the May meeting of the National Carhaul Grievance Panel in Scottsdale, Arizona, you and other top union officials denounced Convoy-Dispatch for our March article describing Anchor Motor Freight's attempt to re-write the carhaul contract and impose running mile pay on some carhaul runs. You demanded to know who the "mole" was. An attempt was made to keep the May meeting secret by excluding Business Agents from other locals with a vital interest in the running mile challenge.

We'd like to ease your mind — there are no moles. We know this will come as a shock to you, but there are local officials who keep their members informed of what they do. When these members feel this information will interest other members, they write us letters and send information. It is really very simple.

Jackie, at the meeting you gave a speech telling these local officials, many of whom have decades of carhauling experience, that they have to understand the realities of rail competition. Did you hesitate for even one minute to think why these officials and their members oppose you and the companies on this question?

No, you have removed elected officials from the union side of the Panel so it is now strictly made up of officials who owe their appointments to you.

Jackie, if you believe what you said at the Panel meeting, we are sure carhaulers would be interested to see it. If you feel it might not be read if you print it in the official magazine, we would be glad to print it in Convoy-Dispatch. We may of course want to respond. We realize this exchange of views is unlikely, because you have repeatedly refused to debate us—ever since you picketed the first rank & file TDU Convention in 1976.

—Carhaulers Coordinating Committee

JOIN TDU!

The Justice Department in Cleveland has strongly suggested that Presser be indicted. He is well on his way to being the fourth IBT President in 25 years to be convicted. This is why it's so important that all Teamsters have the right to vote for our International Officers.

We beat Presser's Relief Rider last fall, and we will win the right to vote. But it will take your help. Join TDU today.

—Kyle Ray
Local 413, Columbus, Ohio
TDU Int'l Steering Committee

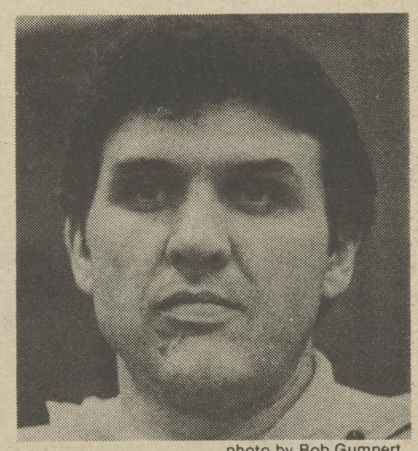

photo by Bob Gumpert

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